

Louisville Metro Government Department Equity Impact Statement

Ordinance No. 19 Series 2021 requires that all Metro agencies complete an Equity Impact Statement every fiscal year. Please complete this form and submit to the Office of Equity, no later than April 9th, 2021.

Name of Department: Louisville Division of Fire

Fiscal Year: FY22

Completed By: Gregory W. Frederick, Colonel Louisville Fire Department

1. **Department Equity Vision Statement:** The Louisville Division of Fire (“LFD”) embraces and incorporates racial equity and inclusiveness into its fire prevention services, fire safety education, and emergency response efforts. The LFD is dedicated to maintaining a work environment that is free from discrimination, while committing to providing opportunities for hiring, promotion, and retention that utilizes racial equity tools and processes. LFD will integrate racial equity into its efforts at contracting, service and vendor utilization, and projects.
2. **Department Equity Goals:**
 - a. Specific/Identified Racial Equity Goals (Utilize Racial Equity Budget Assessment Tool and Questionnaire to assist in development) under a SMART framework (Specific, Measurable, Achievable, Relevant, Time Bound)
Note: Metro agencies can have more than one equity goal, and the KPIs and goal measures from your SMART goals should be listed in Section 3 of this document
 - 1) Goal # 1: Increase diverse and qualified candidates pool by 5%
 - 2) Goal # 2: LFD will provide training/opportunities around implicit bias, discrimination, etc. in FY22.
 - 3) Goal #3: The LFD will continue to follow LMG policies on contracts, vendors, and services, used by the department, to ensure that racial equity is considered in those processes.
 - 4) Goal #4: The LFD will utilize the Racial Equity Assessment Tool to determine the impact of any new projects and/or initiatives.
 - b. Racial Equity Toolkit analysis
3. **Equity Goal Measures and KPI's:** Based on your equity goals that you have developed in Section 2, what will be your goals and outcomes measures?

- a. Goal #1 KPI: Increase diverse qualified candidate pool by 5%
- b. Goal # 2 KPI: All staff who have been trained in equity, bias and inclusion
- c. Goal #3 KPI: Increase MFDBE utilization by 5%
- d. Number of new projects, policies and initiatives that have had the Racial Equity Toolkit analysis

4. Prior year goal assessment: (Outcomes from the prior fiscal year) N/A for FY22

- 5. For FY23:** (Note: these inquiries are for future budget considerations and N/A for FY22)
- a. Budget request allocated as related to equity:
 - b. Budgetary savings, revenues, expenses realized from the prior year:

6. Office of Equity Notes and Recommendations:

The Office of Equity approves LFD's Equity Impact Statement and goals around that statement. The Office of Equity does recommend to LFD to continue to examine various equity methods and approaches at procurement and purchases, to increase the utilization of MFDBEs, by doing things such as: breaking up some smaller contracts for utilization of more vendors in those purchases, and continuing to utilize the Human Relations Commission certified vendor list for purchases. Also of note: public safety recruitment and hiring is influenced by various outside factors such as: the economy, the job market, and the perceptions of public safety occupations, which can impact the diversity make-up of a fire recruit class. However, LFD will utilize any and all best efforts at ensuring equity in its operations, hiring, retention and promotion.

7. This equity impact statement was reviewed by:

Gregory W Frederick 4/21/2021
Department Director Date:

Amy Hess 4/21/2021
Agency Chief Date:

8. This equity impact statement was/was not approved by:

Kendall Boyd 4/21/2021
Chief Equity Officer Date: